



Employees of  
Assessor for Central Scotland  
Hillside House  
Laurelhill Business Park  
Stirling  
FK7 9JQ

The Members of Central Scotland  
Valuation Joint Board,  
Falkirk Council  
Municipal Buildings  
Falkirk  
FK1 5RS

11<sup>th</sup> May, 2011

Dear Members,

**Item to be included on Agenda for Meeting to be held on 17<sup>th</sup> June, 2011.**

We the undersigned members of staff of Assessor for Central Scotland/Central Scotland Valuation Joint Board would like the following item to be discussed at the above meeting:-

**Consideration be given as to the way in which the recovery of pay for the period 1<sup>st</sup> April to 17<sup>th</sup> April reimbursed from the Assessor's staff wages.**

**Rationale**

Assessor's staff were previously paid on a four weekly cycle administered by Clackmannanshire Council.

This cycle was based on two weeks pay in arrears and two weeks in advance.

Our last four weekly pay was paid 31<sup>st</sup> March, 2011 and was for the period 21<sup>st</sup> March to 17<sup>th</sup> April, 2011.

This was in existence from 23<sup>rd</sup> December, 1998 and staff employed at the time received a letter (enclosed) from the then Assessor, Mr. Kenneth Scott (dated 19<sup>th</sup> November, 1998) of a change to their existing conditions of service.

The Assessor's staff have now been moved to a monthly pay cycle. Notification was by way of an email from the Assessor, Brian Byrne on 23<sup>rd</sup> March, 2011.

The monthly cycle will be based on one month's pay, almost entirely in arrears.

Pay date will be the 27<sup>th</sup> of each month but may move slightly if on a weekend or bank holiday.

2.

This move took place on 27<sup>th</sup> April 2011, with pay received that day being for the period 1<sup>st</sup> April to 30<sup>th</sup> April 2011.

At first glance it appears that staff have been paid twice for the period 1<sup>st</sup> April to 17<sup>th</sup> April 2011. In reality this is only due to the shifting of the pay period – no additional money was received for these days and annual salary would remain unaltered.

It is the intention of Clackmannanshire Payroll to recover what they note as an overpayment from staff wages beginning on 27<sup>th</sup> September 2011. This would in fact result in a reduction in annual salary of 4.65%.

It is this recovery that is causing most concern among staff members. At a meeting held in our office, on 7 March, 2011, attended by Susan Mackay and Margaret Comrie of Clackmannanshire Council Finance, several possible alternatives were raised. Some of these alternatives were then emailed to Mrs Mackay over the next few days. While we assume that these were considered we had no come back until Mr. Byrne's email on 23<sup>rd</sup> March. These alternatives included:-

- 1) That the monthly pay cycle include periods of both pay in arrears and pay in advance.
- 2) That any overpayment is not recovered until a staff member ends his/her employment with the Assessor.
- 3) That any repayment period be extended from 12 calendar months to 24 or 36 calendar months.

Our concerns are summarised in the enclosed letter bearing our signatures. You will see that thirty four individuals, equating to approximately 72% of our total workforce (excluding management) have signed. This hopefully shows how serious we consider the matter.

Yours faithfully,

Assessor's Staff.

Encs.

Employees of  
Assessors for Central Scotland  
Hillside House  
Laurelhill  
Stirling  
FK7 9JQ

27<sup>th</sup> April 2011

CSVJB  
Falkirk Council  
Municipal Buildings  
Falkirk  
FK1 5RS

Agenda item for CSVJB Meeting 17<sup>th</sup> June 2011

Dear Sir/Madam,

The Assessor has changed our pay period from 4 weekly to calendar monthly. There is a recommendation by the Assessor (to be confirmed by CSVJB) that, when we were paid every 4 weeks, we were paid 2 weeks in arrears and 2 weeks in advance, that 17 days pay is deducted from the first 12 monthly salaries (see attached).

Whilst we, the undersigned, agree to be paid on a calendar monthly basis we don't agree with the proposal to change the existing calculation. The under/over payment should be deducted from his/her final salary (as it is at the moment) and we urge the Board to recommend this to the Assessor.

In these financial times when the cost of pay freezes and high inflation any deduction (this amounts to 4.65% reduction) is unwanted.

Yours,

